



PERSONNEL POLICY

SUBJECT: PREGNANT WORKERS FAIRNESS ACT

DATE: TBD

Number: TBD

I. Statement of the Policy

It is the policy of Fulton County to fully comply with the Pregnant Workers Fairness Act (PWFA). Fulton County will provide reasonable accommodations to applicants and employees with known limitations related to pregnancy, childbirth, or related medical conditions. Further, Fulton County will not tolerate discrimination against qualified applicants or employees based on the need or potential need for reasonable accommodation under the PWFA, or for requesting or using a reasonable accommodation under the PWFA.

II. Background and Applicability

The PWFA is a federal law requiring covered employers to provide reasonable accommodations to an employee's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation would cause the employer undue hardship. Effective on June 27, 2023, the PWFA extends protection to employees and applicants who have known limitations related to pregnancy, childbirth, or related medical conditions.

This policy is intended to assist all Fulton County employees with PWFA compliance; to provide full and equal access to employment opportunities; to assist qualified employees and applicants who may be impacted by limitations related to pregnancy, childbirth, or related medical conditions; and to provide reasonable accommodation(s) which may enable qualified employees to perform the essential functions of their positions, unless the accommodation would result in undue hardship to Fulton County. This policy shall be administered by the Department of Diversity and Civil Rights Compliance (DCRC).

III. Establishment and Implementation of Procedure

These policies do not create a contract of employment. Employment for non-classified employees remains "at will".

The County Manager, in consultation with the Chief Human Resources Officer and the County Attorney, is authorized to establish and modify, as needed, a procedure for implementing this policy.

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